**From ‘Punished by Rewards’, Alfie Kohn (1999) Houghton Mifflin**

**Appendix B WHAT IS INTRINSIC MOTIVATION?**

Intrinsic motivation: Is the desire to engage in an activity for its own sake - that is, just because of the satisfaction it provides.

VRS

Extrinsic motivation: Means that one takes part in the activity because of some other benefit that doing so will bring.

\*\*Behaviorists have not looked kindly on discussions of IM because its premise challenges the core of their belief system. They either by deny its existence or, try to collapse it into their own framework. If something looks intrinsic, they insist, it's just because we haven't yet figured out the real (extrinsic) causes.

There are certain qualities and more general motivations that define human beings, that are behind intrinsic motivation:

They are:

* a desire "to feel good,"
* an orientation toward learning and mastery
* a need for competence, and self-determination
* to relate to and be engaged with others

However it boils down to the appeal that this task holds. As teachers this is our greatest obstacle. Not every task appeals to all, no matter how appealing we make it seem.

Take note of “situational elements”. Which means people often lose interest in a task when they keep doing it over a period of time. Does this mean that someone was not really intrinsically motivated to work on that task after all?

Does the amount time spent measure one’s IM?

Is a workaholic intrinsically motivated? Or is he self driven but lacks enjoyment and genuine interest.

Imagine a student in a classroom where learning often takes place in cooperative groups. The student may find the activity extremely engaging, but mostly because the student finds pleasure in working with others.

Csikszentmihalyi says: "intrinsic rewards are not an ultimate standard to strive for. One still must ask: What are the consequences of this particular activity?" It is important to consider the content of our work, what it means beyond the pleasure it may provide. IE You may be intrinsically motivated to cause harm, Not Good.

Satisfaction from the doing, is different than satisfaction from the end product-IE a Carpenter